



Request for City Council Committee Action from the Department of Human Resources

Date: August 8, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Truck Drivers Unit, Minnesota Teamsters Public and Law
Enforcement Employees Union, Local No. 320

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Truck Drivers Unit, represented by the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, HR Director

Approved by: _____
Timothy Giles, HR Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy Giles

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
TEAMSTERS LOCAL 320- DRIVERS' UNIT**

Expiration date: December 31, 2010

Number of Employees in Unit: 70

Annual 2010 Base Payroll: \$ 3,446,498

*based on demographics on 12/31/10

Market: Internal: Wages - High (Trades); External: Wages - Competitive; Total Compensation – Competitive/High

Recruitment: No issues identified

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: Lack of flexibility

Tentative Agreement Components:

Duration: 24-month Agreement: January 1, 2011 through December 31, 2012

Economic Issues

Effective January 1, 2011

- Allow Step Progression
- Allow Longevity Progression
- 0% wage enhancement
- Shift Differential increases to \$1.212/hour upon ratification

Effective January 1, 2012

- Prohibit Step Progression
- Allow Longevity Progression
- 0% wage enhancement

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2011

- Enables compressed workweek (10-hour day/4-day work week) upon ratification
- Provides “Lost Opportunity Pay” upon ratification
- Revised Loss of Driver’s License Language upon ratification
- Continuation of existing Letters of Agreement
- Coalition Bargaining
 - Job Bank Letter of Agreement
 - Reasonable Suspicion Drug and Alcohol Testing